GRI Content Index

GRI Standard		Disclosure	Omission
GRI 101: Foundation 2016 General Disclosures			
	102-1	Name of the organization	[p.2] Compared Braffle
	102-2	Activities brands products and convises	Corporate Profile [p.2] Corporate Profile [
			[p.5-6] MinebeaMitsumi Products in Society
	102-3	Location of headquarters	[p.2] Corporate Profile
	102-4	Location of operations	[WEB] Plants
	102-5	Ownership and legal form	[p.2] Corporate Profile
	102-6	Markets served	[p.2] Corporate Profile [p.5-6]
			MinebeaMitsumi Products in Society [[,2] Corporate Profile
	102-7		[p.25] Relationships with Employees>Basic Approach
	102-8	Information on employees and other workers	[p.25] Relationships with Employees>Basic Approach
	102-9 102-10	Supply chain Significant changes to the organization and its supply chain	
	102-11		[p.21] Compliance [p.22] Risk Management [p.28] Relationships with Suppliers>CSR Procurement [p.32] Environmental Management>Environmental Education [WEB] Corporate Governance
	102-12	External initiatives	[p.19]
	102-13	Membership of associations	MinebeaMitsumi Group CSR>Basic Approach [p.19] [p.19]
	102-13		MinebeaMitsumi Group CSR>Basic Approach [p.3-4]
	102-14		Commitment from the CEO [p.3-4]
	102-15		Commitment from the CEO [p.19] MinebeaMitsumi Group CSR
	102-16		[p.19] MinebeaMitsumi Group CSR [WEB] Environmental Management>Basic Approach>MinebeaMitsumi Group Environmental Policy [WEB] Minebea Group Code of Conduct Minebea Group Officer and Employee Compliance Guidelines
	102-17	Mechanisms for advice and concerns about ethics	[p.21] Compliance>Internal Reporting System
	102-18	Governance structure	[WEB]
	102-19	Delegating authority	Corporate Governance
	102-20	Executive-level responsibility for economic, environmental, and social topics	[p.20] MinebeaMitsumi Group CSR>CSR Promotion Structure
	102-21	Consulting stakeholders on economic, environmental, and social topics	[5:31] Relationships with Shareholders>Communication with Institutional Investors [WEB] Composet Governance>Basic Policy and System
	102-22	Composition of the highest governance body and its committees	[WEB] Corporate Governance
	102-23	Chair of the highest governance body	[WEB]
	102-24	Nominating and selecting the highest governance body	Corporate Governance [WEB]
			Corporate Governance>Basic Policy and System [WEB]
	102-25	Conflicts of interest	Corporate Governance
	102-20	Role of highest governance body in setting purpose, values,and strategy Collective knowledge of highest governance body	
	102-28	Evaluating the highest governance body's performance	[p.17-18] CSR Promotion Activity Goals and Results [WEB] Corporate Governance>Basic Policy and System
	102-29	Identifying and managing economic, environmental, and social impacts	[p.19-20] MinebeaMitsumi Group CSR [p.21] Compliance [p.22] Risk Management [p.32] Relationships with Customers>Quality Management [p.33] Environmental Management>Environmental Management System [WEB] Corporate Governance>Basic Policy and System
	102-30	Effectiveness of risk management processes	[WEB] Corporate Governance>Internal Control System
102:General Disclosures(2016)	102-31	Review of economic, environmental, and social topics	[p.19-20] MinobeaMitsumi Group CSR [p.21] Compliance [p.22] Risk Management [p.23] Relationships with Customers>Quality Management [p.32] Environmental Management>Environmental Management System [WEB] Corporate Governance>Basic Policy and System
	102-32	Highest governance body's role in sustainability reporting	
	102-33	Communicating critical concerns	[p.31] Relationships with Shareholders>Communication with Institutional Investors [WEB]
	102-34	Nature and total number of critical concerns	Corporate Governance>Basic Policy and System
	102-35	Remuneration policies	[WEB] Corporate Governance>Independent Directors, Compensation for
1			Directors, etc

		1	[burn]
	102-36	Process for determining remuneration	[WEB] Corporate Governance>Independent Directors, Compensation for Directors, etc Lo 211
	102-37	Stakeholders' involvement in remuneration	[p.31] Relationships with Shareholders>Communication with Institutional Investors [WEB]
	102-38	Annual total compensation ratio	Cornorate Governance > Rasic Policy and System
	102-39	Percentage increase in annual total compensation ratio	[p.19-20]
	102-40	List of stakeholder groups Collective bargaining agreements	MinebeaMitsumi Group CSR
	102-41	Identifying and selecting stakeholders	[p.19-20] MinabaaMitsumi Group CSR
	102-42	Identifying and selecting stakeholders	[p.7=20] MinebeaMitsumi Group CSR [p.7=10] Special Feature 1 [[] Developing MinebeaMitsumi Group's CSR Together with the Local Community J [p.11=14] Special Feature 2 [[] Establishing Deep Local Ties with Multiple Generations J [p.15] Special Feature 3Cambodia Plant—Aiming to Be a Company Where Employees Are Proud to Work J [p.19=20] MinebeaMitsumi Group CSR [p.24] MinebeaMitsumi Group CSR [p.27] Relationships with Customers >Communication with Customers [p.27] Relationships with Employees>Initiatives for Creating Environments Conducive to Working [p.28] Relationships with Suppliers [p.29–30] Relationships with Local Communities and Global Society [p.31] Relationships with Shareholders>Communication with Institutional Investors
	102-44	Key topics and concerns raised	Petationships with Suppliers >Communication with Suppliers Environmental Management>Environmental Communications [p.7-10]Special Feature 1 ^f Developing MinebeaMitsumi Group's CSR Together with the Local Community] [p.11-14]Special Feature 2 ^f Establishing Deep Local Ties with Multiple Generations J [p.21] Relationships with Oustomers >Future Issues and Goals [p.23] Relationships with Employees>Future Issues and Goals [p.30] Relationships with Suppliers>Future Issues and Goals [p.31] Relationships with Shareholders>Future Issues and Goals [p.33] Initiatives for Preventing Global Warming>Future Issues and Goals [p.35] Initiatives for Reducing Impacts on the Environment>Future Issues and Goals [p.36] Initiatives for Reducing Impacts on the Environment>Future Issues
	102-45	Entities included in the consolidated financial statements	[WEB] Business
	102-46	Defining report content and topic Boundaries	[p.1] Editorial Policy [p.19] MinebeaMitsumi Group CSR
	102-47	List of material topics	
	102-48	Restatements of information Changes in reporting	[p.1]
	102-49	Reporting period	Editorial Policv [p.1]
			Editorial Policv [p.1]
	102-51	Date of most recent report	Editorial Policy [
	102-52	Reporting cycle	Editorial Policy [[,1]
	102-53	Contact point for questions regarding the report	Lp. I J Editorial Policy
	102-54 102-55	Claims of reporting in accordance with the GRI Standards GRI content index	[WEB]
	102-56	External assurance	GRI Content Index [p.38]
Material topics		I	Comments on the MinebeaMitsumi Group CSR Report
103:Management Approach(2016)	103-1 103-2	Explanation of the material topic and its Boundary The management approach and its components	
201 : Economic Performance (2016)	201-1	Evaluation of the management approach Direct economic value generated and distributed	[p.2] Corporate Profile [p.29-30] Relationships with Local Communities and Global Society [p.31] Relationships with Shareholders > Shareholder Returns [WEB] Environmental Management > MinebeaMitsumi's Environmental Accounting [WEB] Environmental Management > Environmental Communications
	201-2	Financial implications and other risks and opportunities due to climate change	[p.34] Initiatives for Preventing Global Warming>Basic Approach
	201-4	Defined benefit plan obligations and other retirement plans Financial assistance received from government	
202 : Market Presence (2016)	202-1 202-2	Ratios of standard entry level wage by gender compared to local minimum wage Proportion of senior management hired from the local community	
	202-2	Infrastructure investments and services supported	[p.29-30] Relationships with Local Communities and Global Society
		Significant indirect economic impacts	
	203-2		
	204-1	Proportion of spending on local suppliers	
204: Procurement Practices (2016)			[p.21] Compliance Education
204:Procurement Practices (2016) 205:Anti-corruption (2016)	204-1 205-1 205-2 205-3	Proportion of spending on local suppliers Operations assessed for risks related to corruption Communication and training about anti-corruption policies and procedures Confirmed incidents of corruption and actions taken	[p.21] Compliance>Compliance Education
204:Procurement Practices (2016) 205:Anti-corruption (2016)	204-1 205-1 205-2 205-3 206-1	Proportion of spending on local suppliers Operations assessed for risks related to corruption Communication and training about anti-corruption policies and procedures Confirmed incidents of corruption and actions taken Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance > Compliance Education
203: Indirect Economic Impacts (2016) 204: Procurement Practices (2016) 205: Anti-corruption (2016) 206: Anti-compretitive Behavior (2016)	204-1 205-1 205-2 205-3 206-1 301-1	Proportion of spending on local suppliers Operations assessed for risks related to corruption Communication and training about anti-corruption policies and procedures Confirmed incidents of corruption and actions taken Legal actions for anti-competitive behavior, anti-trust, and monopoly practices Materials used by weight or volume	Compliance>ComplianceEducation [p.33] Environmental Management>MinebeaMitsumi's Environmental Impact
204:Procurement Practices (2016) 205:Anti-corruption (2016)	204-1 205-1 205-2 205-3 206-1	Proportion of spending on local suppliers Operations assessed for risks related to corruption Communication and training about anti-corruption policies and procedures Confirmed incidents of corruption and actions taken Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance >Compliance Education [p.33]

$ \begin{aligned} & \text{Proopset} Set (2) \\ &$		202-1	Energy consumption within the experimetion	[p.33]
Start series Start series Start series Start series 381 Aug 2011 Start series of series relations of series o		302-1	Energy consumption within the organization	
	302:Energy(2016)			F
House and the second		302-4	Reduction of energy consumption	
Bancher 2000 Bancher 20000 Bancher 20000 Bancher 200		302-5	Reductions in energy requirements of products and services	[p.37]
Bits Auer, 2016. Bits 2 All and concerts standards, affected sty schema and and start. Mail Auer, 2016. 301 All and and and all all all all all all all all all al		303-1	Water withdrawal by source	[p.33]
Model Model Model and the second and th	303:Water(2016)			Environmental Management > MinebeaMitsumi s Environmental Impact
Balance (DB) Contract of the same based, marged in a same the protected area of the same based of		303-3	Water recycled and reused	
Displayers (2010) Displayers (2010) <thdisplayers (2010)<="" th=""> Displayers (2010)</thdisplayers>		304-1		
Add Burden (unit) Add all generation of an anticipation of convertion in to positive with habbadies in anticipation of convertion in the positive with anticipation in the positive with anticipation of convertion in the positite anticipation of convertion in thepositive with ant	204 B: 1: 1: (2010)			
$ \frac{1}{100} + \frac{1}{100} + \frac{1}{1000} + \frac{1}$	304 : Biodiversity (2016)	304-3	Habitats protected or restored	
Bits Over Space 1 (bit overside) Space Spac		304-4		
$ \begin{aligned} 335 \text{ Exclusion (2016)} & \qquad $		305-1	Direct (Scope 1) GHG emissions	Environmental Management>MinebeaMitsumi's Environmental Impact [p.34]
Bit Bunchsson (2015) Bit of both index (Seeger 3) Git Genesion Bit Process (Seeger 3) Seeger 3) Bit A Bernstein (Seeger 3) Git Genesion Bit Process (Seeger 3) Bit A Bernstein (Seeger 3) Git Genesion Bit Process (Seeger 3) Bit A Bernstein (Seeger 3) Git Genesion Bit Process (Seeger 3) Bit A Bernstein (Seeger 3) Git Genesion Bit Process (Seeger 3) Bit A Bernstein (Seeger 3) Git Genesion Bit Process (Seeger 3) Bit A Bernstein (Seeger 3) Git Genesion Bit Process (Seeger 3) Bit Process (Seeger 3) Bit Process (Seeger 3) Bit Process (Seeger 3) Bit Process (Seeger 3) Bit Process (Seeger 3)		305-2	Energy indirect (Scope 2) GHG emissions	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact [p.34]
000000000000000000000000000000000000	205 · E	305-3	Other indirect (Scope 3) GHG emissions	[p.34]
40 8 Relation of URG encloses 1000000000000000000000000000000000000	305 : Emissions (2016)			
				[p.17-18] CSR Promotion Activity Goals and Results
36.5Encision denotes delating substances (2005)Mot provides the intermediate matrix is an experimental function of the intermediate function of the inte				
begin and				Not applicable
$ \begin{array}{c c c c } & Ware function for years of anomalous methods of the properties of a second s$		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Management>MinebeaMitsumi's Environmental Impact
398 : Fluence and Waste (2016) $\frac{1}{20}$ <td></td> <td>306-1</td> <td>Water discharge by quality and destination</td> <td>Environmental Management>MinebeaMitsumi's Environmental Impact</td>		306-1	Water discharge by quality and destination	Environmental Management>MinebeaMitsumi's Environmental Impact
$ \frac{36}{36} = \frac{36}{2} = \frac{36}{2$		2000 0	w	[p.33]
BitsSinglema solitMaterialMaterialBitsTarayor of bacebox wateMaterialMaterialBitsSinglema solitMaterialMaterialBitsSinglema solitMaterialMaterialBitsSinglema solitMaterialMaterialBitsSinglema solitMaterialMaterialBitsMaterialMaterialMaterialBits	206 - Effluents and Wests (2016)	306-2	Waste by type and disposal method	[p.35]
901-4Transot of Interaction wateDisplayer for Decision function on the Eutonometal-Nutationes do or301 Environmental Compliance (2018)307.4Non-compliance with environmental laws and regulation:Net Solitance	SUGLEHIUERTS and WaSte(2010)	306-3	Significant spills	
Image: spectra spectr		306-4	Transport of hazardous waste	
927: Environmental Compliance (2016) 97-1 New compliance with environmental laws and regulations Desciption Advicence to Law and Regulations 938: Supplier Environmental Assessment (2016) 932-1 New samplings: Link see searcemental units environmental assess team C.2.37 941: Employment (2016) 401-1 New employees hims and employee turnover C.2.37 941: Employment (2016) 401-1 New employees hims and employee turnover C.2.37 942: Labor: Management Realizers (2016) 402-1 Minimum noisee periods to dift time employees that are not provided to the turnover or part C.2.37 942: Labor: Management Realizers (2016) 402-1 Minimum noisee periods to dift time employees that are not provided to the turnover or part C.2.37 942: Labor: Management Realizers (2016) 402-1 Minimum noisee periods to dift time employees (1, turnov, cocceptant) diseases, lost days, end advecters C.2.77 942: Labor: Management Realizers (2016) 402-2 Topics of mary and real or travits (1, tabor), cocceptant) diseases, lost days, end advecters C.2.77 943: Cocceptantine Ministry and Equal Opeortunity (2016) 404-1 Average hearts of traviting per varia real or fravit agement with head unrows C.2.77 944: Programs or the granding employee schlara at constant assistance program C.2.77 Reademarks and traviting per varia real or fraviting constant and correal dareadvectorement C.2.77				
308: Suppler Environmental Assessment (2016) 308-1 Mess supplers that we a screened using environmental means the base (2014) and extinct the analytic that means the analytic that the analytic that means the analytic that the	307:Environmental Compliance(2016)			Environmental Management>Environmental Management System>Strict
Substrate Statute Substrate Substrate Substrate Substrate 401: Exployment (2016) 10-10 Now environmental impacts in the substrate not provided to temporary or part Invalid Invalid Invalid 401: Exployment (2016) 401-3 Permital issue Centers in provided to full imme employees throat end provided to temporary or part Invalid Invalid Invalid 402: Labor/Masseement Relations (2016) 402-3 Permital issue Permital		308-1	New suppliers that were screened using environmental criteria	
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	308: Supplier Environmental Assessment (2016)			
Public Department (2015) 401-2 Department provides the depart of provides to temporary of print Relationships with Engloyees>Instatives for Creating Environments 402: Labor./Management.Relations (2015) 402-1 Minimum torke anotodic regarding operational channess Print Pri		401-1	New employee hires and employee turnover	Relationships with Employees>Basic Approach
402: Laker/Management Relations(2016) 402: Minimum notice periods regarding operational charges informal point management worker health and safty print 403: Occupational Health and Safty(2016) Types of injury and rates of injury, occupational diseases, lost days, and absentions. print print 403: Occupational Health and Safty(2016) 403: Workers with high incidence or high risk of diseases related to their occupation print print print 403: Occupational Health and Safty(2016) 403: Workers with high incidence or high risk of diseases related to their occupation print print print 404: Training and Education(2016) 404: Occupations of boots values and preventing endrogene actions grading endrogene scalues and preventing endrogene actions grading endrogene scalues and preventing endrogene actions grading endrogene scalues and preventing endrogene encoding endrogene scalues and preventing endrogene encoding endrogene actions grading endrogene scalues and preventing endrogene encoding endrogene encodingene encodingene encoding endrogene encodingene	401 : Employment (2016)		time employees	Relationships with Employees>Initiatives for Creating Environments
403-1Worker representation in formal joint management-worker leads and safetypr// Pation/has with Engineers>Health and Safety403-2Type of furyer of neuron of priver, occupation diseases, lost days, and abserteein, and number of work-related failableprivate of private of pr	402 · Labor/Management Relations (2016)			
403: Occupational Health and Safety (2016) 403-2 1/164 of number of low-field faultions Relationships with Employees->Health and Occupational Safety 403: Occupational Health and Safety (2016) 403-3 Workers with high incidence or high risk of diseases related to their occupation 821 403: A Workers with high incidence or high risk of diseases related to their occupation 821 403: A Health and safety topics comployee skills and transition employee 621 404: Training and Education (2016) 404-2 Programs for upgrading employee scills and transition employee 623 404: Training and Education (2016) 405-1 Diversity of governance bodies and employees 623 405: Obversity and Equal Opportunity (2016) 405-1 Diversity of governance bodies and employees 623 407: Freedom of Association and Collective Bargaining 407-1 Operations and suppliers in which the right to freedom of association and collective 623 409: Freedom of Association and Collective Bargaining 407-1 Operations and suppliers at significant risk for incidents of child labor 1/23 409: Freedom of Association and Collective Bargaining may be at risk freedom of association and collective Bargaining may be at risk 1/23 1/23 409: Fr			Workers representation in formal joint management-worker health and safety	
Image: Health and affety topics covered in formal agreements with trade unions Maragement>Promoting Health Management 404: Training and Education(2016) 404-1 Average hours of training per year per employee [25] WEB] 404: Training and Education(2016) 404-2 Programs for upgrading employee asiliand trainition assistance programs [25] WEB] 405: Elversity and Equal Opportunity(2016) 405-1 Diversity of governance bodies and employees [25] 406: Interview and the union of women to men [25] Ratio of basic salary and remumeration of women to men [25] 407: Freadom of Association and Collective Bargaining 407-1 Incidents of discrimination and corrective actions taken [23] 408: Child Labor (2016) 409-1 Incidents of discrimination and corrective actions taken [23] 407. Freadom of Association and Collective Bargaining 407-1 Operations and suppliers in which the right to freedom of association and collective Working-Labor Relations with Employees/Initiatives for Oracit genvironments Conductes 408: Child Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor Mineba Group Code of Conduct 410: Explore a Compoles (2016) 410-1 Security personnel trained in human rights policies or procedures [23]	403:Occupational Health and Safety(2016)		and number of work-related fatalities	Relationships with Employees>Health and Occupational Safety
494 : Training and Education (2016) 404 - 2 Programs for upgrading employee alls and transition assistance programs [403-3	Workers with high incidence or high risk of diseases related to their occupation	Relationships with Employees>Health and Occupational Safety Management>Promoting Health Management
404-Training and Education (2016) 404-2 Programs for upgrading employee skills and transition assistance programs [p.25](WEB) (2017) 406-1 Percentage of employees receiving regular performance and career development. [p.25] 406-10 Oversity of governance bodies and employees [p.25] 406-10 Adde-1 Diversity of governance bodies and employees [p.25] 406-10 Hold of basic salary and remuneration of women to men [p.23] 407-1 Operations and suppliers in which the right to freedom of association and collective bargaring may be at risk. [p.23] 407-1 Operations and suppliers in which the right to freedom of association and collective bargaring may be at risk. [p.23] 408-10(2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [p.23] 408-10(2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [p.23] 409: Forced or Compulsory Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor (2016) [p.23] 411: Rights of Indigenous Peoples (2016) 410-1 Security personnel trained in human rights policies or procedures [p.23] 412: Luman Rights A				
Hore - Laming and Education (2010) HP-2 Programs for Upgrang reprive services requires regular programs Relationation with Employees >Human Resources Development 404-3 Programs for Upgrang regular performance and career development [p.23] 405-10 Diversity of governance bodies and employees Relationation with Employees > Warkforce Diversity 406-10 Diversity of governance bodies and employees Relationation with Employees > Warkforce Diversity 407-1 Presentage of employees receives and energy development [p.23] 407-1 Operations and suppliers in which the right to freedom of association and collective [p.23] 407-1 Operations and suppliers in which the right to freedom of association and collective [p.23] 407-1 Operations and suppliers at significant risk for incidents of child labor [p.23] 408: Child Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [p.23] 409: Forced or Compulsory Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [p.23] 411: Eights of Indigenous Peoples (2016) 410-1 Security personnel trained in human rights policies or procedures [p.24] 411: Eight an figure performanc				[p.25][WEB]
405: Diversity and Equal Opportunity(2016) 405-1 Diversity of governance bodies and employees [p.25] (p.26] 406: Nor-discrimination(2016) 406-1 Incidents of discrimination and corrective actions taken [p.28] 407: Freedom of Association and Collective Bargaining (2015) 406-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk [p.28] Incidents of discrimination and corrective actions taken [p.28] 407: Freedom of Association and Collective Bargaining (2015) 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk [p.38] Incidents with Employees>Netiliatives for Creating Environments Conductive to Working>Labor Relations 408: Child Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [p.38] 409: Forced or Compulsory Labor (2016) 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor (2015) [p.38] Incidents of ubdities 410: Security Practices (2016) 410-1 Sacurity parsonnel trained in human rights policies or procedures [p.28] 411: Rights of Indigenous Peoples (2016) 410-1 Incidents of ubdities involving rights of indigenous peoples [p.28] 412: Lour	404: Training and Education (2016)			
400: Diversity and Equal topportunity (2016) 405-2 Ratio of basic salary and remuneration of women to men Indicators and suppliers action and corrective actions taken 406: Non-discrimination(2016) 406-1 Incidents of discrimination and corrective actions taken [2,3] 407: Freedom of Association and Collective Bargaining (2016) 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. [2,3] 408: Child Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [2,3] 408: Child Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [2,3] 409: Forced or Compulsory Labor(2016) 408-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor (2016) [2,3] 409: Forced or Compulsory Labor(2016) 410-1 Security presonel trained in human rights policies or procedures [2,3] 411: Rights of Indigenous Peoples (2016) 410-1 Security presonel trained in human rights policies or procedures [2,3] 411: Rights of Indigenous Peoples (2016) 410-1 Security presonel trained in human rights policies or procedures [468] 411: Rights of Indigenous Peoples (2016) 411-1				
406-10n-discrimination(2016) 406-1 Incidents of discrimination and corrective actions taken p.281 407: Freedom of Association and Collective Bargaining 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk [p.28] 408: Child Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [[p.30] 408: Child Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [[p.30] 408: Child Labor (2016) 408-1 Operations and suppliers at significant risk for incidents of child labor [[p.30] 409: Forced or Compulsory Labor (2016) 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor (2016) [[p.28] 411: Rights of Indigenous Peoples (2016) 410-1 Security personnel trained in human rights policies or procedures [[p.28] 412: Human Rights Assessment (2016) 411-1 Incidents of volations involving rights of indigenous peoples [[p.28] 411: Rights Social Assessment (2016) 412-1 Newsplits policies or procedures [[p.28] 414: Suplier Social Assessment (2016) 414-1 New suppliers that were screened using social criteria [p.28] 414: Suplier Social Assessment (2016) <td>405:Diversity and Equal Opportunity(2016)</td> <td></td> <td></td> <td>Relationships with Employees>Workforce Diversity</td>	405:Diversity and Equal Opportunity(2016)			Relationships with Employees>Workforce Diversity
407: Freedom of Association and Collective Bargaining 407-1 Operations and suppliers in which the right to freedom of association and collective Relationships with Employees > Initiatives for Creating Environments Conductes to Minipes Conductes and Environment Guidelines (Part Conductes to Minipes Conduct to Minipes Conductes to Minipes Conductes to Minipes Conductes to Minipes Conductes to Minipes Conduct to Minipes Conductes to Minipes Conductes to Minipes Conduct to Minipes Conductes to Minipes Conductes to Minipes Conduct to Minipes Conduct to Minipes Conductes to Minipes Conduct to Minipes Conductes to Minipes Conduct to Minipes Conduct to Minipes Conductes to Minipes Conductes to Minipes Conduct to Minipes Conductes to Minipes Conduct to Minipes Conductes to Minipes Conduct to Mi	406:Non-discrimination(2016)			
408:Child Labor(2016) 408-1 Operations and suppliers at significant risk for incidents of child labor Relationships with Suppliers 409:Forced or Compulsory Labor(2016) 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor [2.23] 409:Forced or Compulsory Labor(2016) 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor [2.24] 410:Security Practices(2016) 410-1 Security personnel trained in human rights policies or procedures. Image aroup CSR Procurement Guidelines 411:Rights of Indigenous Peoples(2016) 411-1 Incidents of violations involving rights of indigenous peoples Image aroup CSR Procurement Guidelines 412:Human Rights Assessment(2016) 412-1 Operations with significant actual and potential negative impacts stat include human rights causes or that underwent human rights screening Image aroup CSR Procurement Guidelines 413:Local Communities(2016) 413-1 Operations with local community engagement, impact assessments, and development Image aroup CSR Procurement Guidelines 414:Suplier Social Assessment(2016) 414-1 New suppliers that were screened using social criteria Image aroup CSR Procurement Guidelines 414:Suplier Social Assessment(2016) 414-1 New suppliers that were screened using social criteria Image aroup CSR Procurement Guidelin		407-1		Relationships with Suppliers [27] Relationships with Employees>Initiatives for Creating Environments Conducive to Working>Labor Relations [WEB] Minebea Group Code of Conduct Minebea Group Officer and Employee Compliance Guidelines
409:Forced or Compulsory Labor (2016) 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor Relationships with Suppliers Relationships with Suppliers 410:Security Practices (2016) 410-1 Security personnel trained in human rights policies or procedures Minebea Group CSR Procurement Guidelines 411:Rights of Indigenous Peoples (2016) 411-1 Incidents of violations involving rights of indigenous peoples Incidents of violations involving rights of indigenous peoples 412:Human Rights Assessment (2016) 412-1 Operations that have been subject to human rights reviews or impact assessments Incidents of violations involving rights reviews or impact assessments 413:Local Communities (2016) 413-1 Operations with local community engagement, impact assessments, and development Incidents of operations with local community engagement, impact assessments, and development 414:Suplier Social Assessment (2016) 414-1 New suppliers that were screened using social criteria Ip 28] 414:Suplier Social Assessment (2016) 414-1 New suppliers that were screened using social criteria Ip 28] Relationships with Suppliers Incidents of social criteria Incidents of Suppliers	408:Child Labor(2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	Relationships with Suppliers [WEB] Minebea Group Code of Conduct Minebea Group Officer and Employee Compliance Guidelines
411: Rights of Indigenous Peoples (2016) 411-1 Incidents of violations involving rights of indigenous peoples Incidents of violations involving rights of indigenous peoples 412: Human Rights Assessment (2016) 412-1 Operations that have been subject to human rights reviews or impact assessments Incidents of violations involving rights of indigenous peoples 412: Human Rights Assessment (2016) 412-2 Employee training on human rights policies or procedures Incidents soft on human rights clauses or that underwent human rights screening 413: Local Communities (2016) 413-1 Operations with local community engagement, impact assessments, and development impacts on local communities 414: Suplier Social Assessment (2016) 414-1 New suppliers that were screened using social criteria [p.28] Relationships with Suppliers [WEB] Ninebea Group CSR Procurement Guidelines	409:Forced or Compulsory Labor(2016)			Relationships with Suppliers [WEB] Minebea Group Code of Conduct Minebea Group Officer and Employee Compliance Guidelines
412:Human Rights Assessment (2016) 412-1 Operations that have been subject to human rights reviews or impact assessments Image: Content of the system	410: Security Practices (2016) 411: Rights of Indigenous Peoples (2016)			
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening 413:Local Communities(2016) 413-1 Operations with local community engagement, impact assessments, and development 413:Local Communities(2016) 413-2 Operations with local community engagement, impact assessments, and development 414:Suplier Social Assessment(2016) 414-1 New suppliers that were screened using social criteria [p.28] Relationships with Suppliers [WEB] Minebea Group CSR Procurement Guidelines		412-1	Operations that have been subject to human rights reviews or impact assessments	
412-3 that underwent human rights screening 413:Local Communities(2016) Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities 414:Suplier Social Assessment(2016) 414-1 Very suppliers that were screened using social criteria [p.28] Relationships with Suppliers [WEB]	412:Human Rights Assessment(2016)			
413: Local Communities (2016) 413-1 programs Image: Communities (2016) 413: Local Communities (2016) 413-2 Operations with significant actual and potential negative impacts on local communities [p.28] 414: Suplier Social Assessment (2016) 414-1 New suppliers that were screened using social criteria [p.28] Winebea Group CSR Procurement Guidelines Image: Communities Group CSR Procurement Guidelines Image: Communities Group CSR Procurement Guidelines			that underwent human rights screening	
414:Suplier Social Assessment (2016) 414-1 New suppliers that were screened using social criteria [WeB] Minebea Group CSR Procurement Guidelines	413:Local Communities(2016)		programs	[- 00]
	414:Suplier Social Assessment(2016)	414-1	New suppliers that were screened using social criteria	Relationships with Suppliers [WEB]
		414-2	Negative social impacts in the supply chain and actions taken	IMinebea Group CSR Procurement Guidelines

416:Customer Health and Safety(2016)	416-1	Assessment of the health and safety impacts of product and service categories	[p.23] Relationships with Customers>Quality Management
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable
417:Marketing and Labeling(2016)	417-1	Requirements for product and service information and labeling	[p.24] Relationships with Customers>Disclosure of Product-related
	417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable
	417-3	Incidents of non-compliance concerning marketing communications	
418:Customer Privacy(2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	
419: Socioeconomic Compliance (2016)		Non-compliance with laws and regulations in the social and economic area	Not applicable